

Chapter 5: Plan Implementation

Personnel Needs

Currently the staff of Shiawassee National Wildlife Refuge consists of 10 positions: refuge manager, two refuge operations specialists, administrative technician, wildlife biologist, biological science technician, two park rangers, engineering equipment operator, and tractor operator. The park rangers are stationed at Green Point Environmental Learning Center.

As the Refuge activities have expanded over recent years and more visitors have come to the Refuge office seeking information, it has become difficult to efficiently run the office and serve the public well. To meet the needs of the office and the public, our plan is to change the administrative technician position to an administrative officer position and to hire a clerk receptionist. The added position is reflected in Table 4 and Figures 5.1 and 5.2. The other new positions in Figure 5.2 relate to the following objectives: 1.5.4, 1.7.1, 1.11.1, 2.5.2, 3.4.4, 5.3.1, 5.3.4, 6.1.1, 7.1.4.

Figure 5.1: Present Staffing Chart

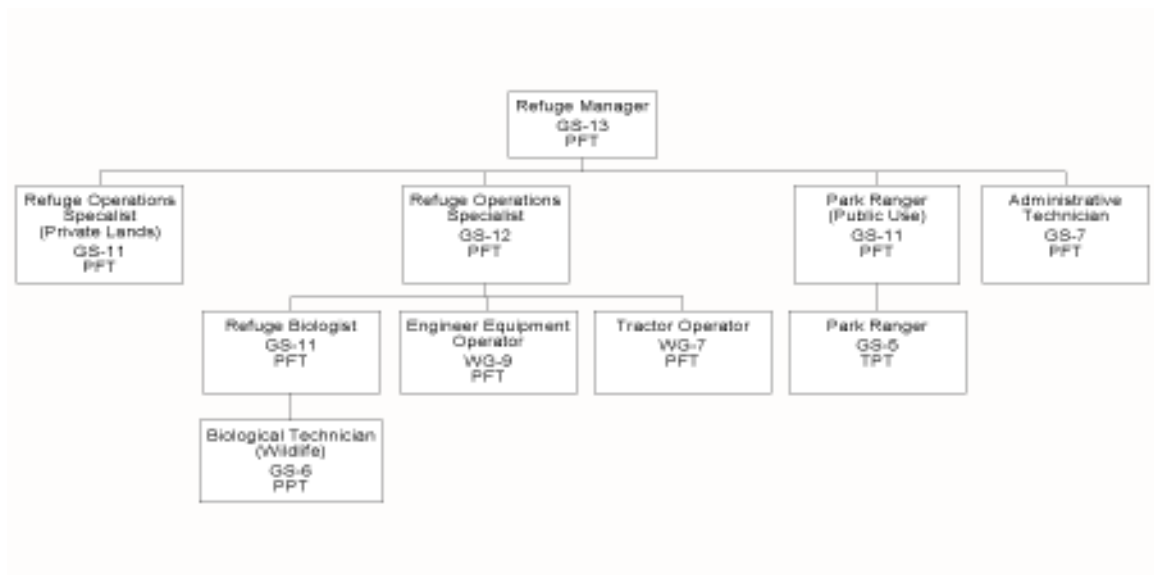


Figure 5.2: Proposed Organizational Chart

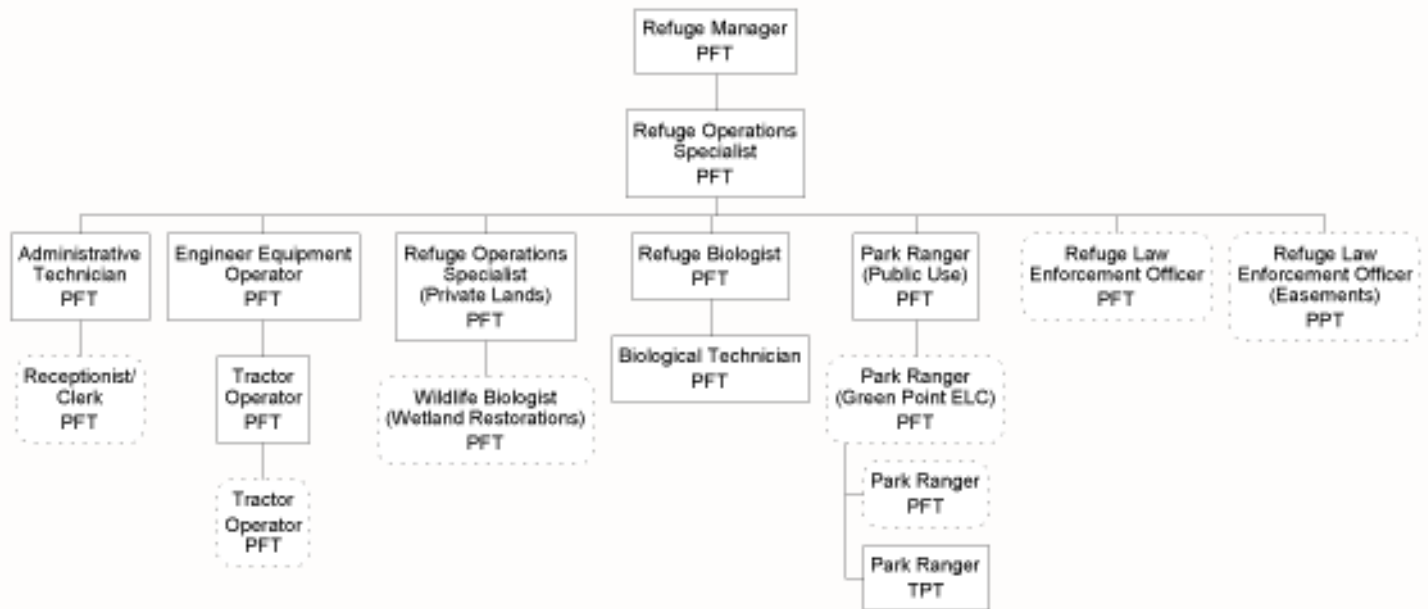


Table 4: Additional Staff Needs

RONs Project No.	Strategy	Position	FTEs
00014	3.4.2	Receptionist	1.0
00015	1.7.1, 1.5.4	Seasonal Tractor Operator	0.5
97003	3.4.4	Park Rangers (Two permanent)	2.0
98002	5.3.1	Refuge Law Enforcement Officer	1.0
00006	7.1.4	Refuge Law Enforcement Officer	0.5
TOTAL			5.0

Funding

Currently, a backlog of maintenance needs exists. Under current conditions the needs, which are recorded in the Maintenance Management System (MMS), total \$3,195,000 (See Appendix C). These needs, the largest of which are dike, ditch, and road maintenance, will continue under this plan.

The Refuge Operating Needs (RONs) projects identified in this plan describe new projects and total \$6,576,000 (See Appendix C). These projects are in addition to the base operating budget of the Refuge, which was approximately \$500,000 in fiscal year 1999. The projects are prioritized and will be implemented as funding becomes available.

Step-down Management Plans

Existing Step-Down plans that only need a slight modification to implement the direction of the CCP include the following:

Plan	Completion Date by December of:
Water Management	2006
Hunting	2002
Trapping	2002
Cropland Management	2006
Fire Management	2008
Integrated Pest Management	2003

The draft list of Step-Down Management Plans necessary to implement the direction of the CCP include:

Plan	Completion Date by December of:
Inventory and Monitoring	2002
Public Use	2004
Environmental Education and Interpretation	2005

Plan	Completion Date by December of:
Fishing	2003
Forest Management	2007
Law Enforcement	2002
Cultural Resources Management	2003

Partnership Opportunities

We plan to maintain and foster partnerships with the Shiawassee Flats Advisory Council, The Friends of Shiawassee National Wildlife Refuge, The Great Lakes Basin Ecosystem Team, Saginaw Bay Watershed Initiative Network (WIN), the City of Saginaw, and local high schools.

Within the Private Lands Program, the Refuge maintains partnerships with 14 Soil and Water Conservation Districts, local Pheasants Forever chapters, Michigan Wildlife Habitat Foundation, Michigan Duck Hunters Association, Great Lakes Regional Office of Ducks Unlimited, Inc., Michigan DNR, USDA Natural Resources Conservation Service, Saginaw Bay WIN, and the Service's State Coordinator's Office.

We will seek to develop partnerships with additional public and private groups as opportunities arise.

Monitoring and Evaluation

Monitoring is critical to successful implementation of this plan. Monitoring is necessary to evaluate the progress toward objectives and to determine if conditions are changing.

Accomplishment of the objectives described in this CCP will be monitored annually by the Refuge Manager's supervisor. Successful performance will be tied to the accomplishment of objectives that are scheduled for that year. The public will be informed about the activities of the Refuge staff through an "Annual Report" that will be mailed to all persons on the Refuge mailing list, published on the Refuge's Web site, and its availability will be announced through news releases to the media. The annual report will be published each year in February.

The techniques and details for monitoring related to specific objectives will be specified in the Inventory and Monitoring Step Down Plan.

Substantial changes are likely to occur within the Service and the Saginaw community during the next 15 years. The Plan and its objectives will be examined at least every 5 years to determine if any modifications are necessary to meet the changing conditions.